Developing Community Leaders

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Independent living movement has grown through the work of some dynamic leaders within the field

Ed Roberts
Justin Dart
Judy Heumann
And many more...
Laws are in place to promote equal rights

1. Federal and state laws
   a) Architectural Barriers Act
   b) Rehabilitation Act
   c) Americans with Disabilities Act:
      Title I-Employment
      Title II-Public Service
      Title III-Public accommodations
      Title IV-Tele Communications
      Title V-Miscellaneous

2. Educational rights [The Individuals with Disabilities Educational Act]

Laws and regulations aren't enough - It is the everyday application that counts

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Advocacy has been about asking those in charge to do what is right.

Others make decisions for the disability community.
Yet, there is much to be done…

• Implementation of the laws and regulations is still not perfect
• Decisions are made everyday that affect persons with disabilities, without input from them
• Protests continue on significant issues
• Input is often reactive instead of proactive

It is time for us to act more effectively
What do we need?

We need activists that can make inclusion happen
We need individuals who are community leaders

Assertive
Decisive
Inclusive

Let’s continue to fight for our rights!
Independent living movement is ready for the next phase. We need a change in tactics!
As Edwin Markham so poignantly said

He drew a circle that shut me out —
Heretic, rebel, a thing to flout.
But love and I had the wit to win:
We drew a circle that took him in!

Extract: Poem “Outwitted”
The next phase is for people with disabilities to become the people in charge

“Nothing about us without us”
PWDs need to become decision makers

Through active participation in
1. Local and state policy councils
2. CBOs and Government agencies

These are the groups that are easiest to get into and have a lot of local influence

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RICV set a goal for PWDs to become full participants in their communities

Not just to receive all services; to have access; but to be full participants in the community
Our Solution?

A leadership program to develop and encourage leaders

COMMUNITY LEADERSHIP ACADEMY

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How?

How do we pick individuals who will become community leaders? Someone who can be part of the change. Someone who can make things happen.
What do we look for in community leaders?

- Independence
- Mannerisms
- Courage
- Integrity
- Confidence
- Commitment

Look for qualities that the community will respect
- Ability to work well with others
- Knowledge of community, people and resources
- Ability to run meetings effectively

Activism and Community leadership are NOT the same

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Recruiting community leaders with disabilities

- Look for PWDs who are successful in any field
- Recruit from university students
- Consciously observe those who are doing advocacy

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When we find good potential leaders

We must have effective methods for teaching community leadership

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Community Leadership Academy

We will review some of the leadership skills our academies address
Agenda – Day 1

I. Introductions ................................................................. 9:00-9:30am

II. The Trainer ................................................................. 9:30-10:00am

III. CLA Basics ................................................................. 10:00-10:45am

Break 10:45-11:00am

IV. Leadership in the Community .................................... 11:00-12:00pm

Lunch 12:00-1:00pm

V. Functions of the Nonprofit board ............................... 1:00-4:00pm
Agenda – Day 2

VI. Government Commissions.................................9:00-10:00am

VII. Community Interactions..................................10:00-10:45am

Break 10:45-11:00am

VII. Final Exam and Graduation............................11:00-12:00pm

Lunch 12:00-1:00pm

IX. Placement of Graduates....................................1:00-2:00pm

XII. Wrap-up and Getting Started..........................2:00-4:00pm
Leadership skills

Natural vs. appointed leadership

Natural leaders have authority because people trust them.

Appointed leaders have authority because of the position they hold.
Appointed Authority

- Board members are appointed authority figures
- They have a responsibility for developing policy
- For providing specific level of governance in the organization they serve
“Natural” leadership traits will not necessarily be taught in the Community Leadership Academy, however trainers must ensure they realize, encourage and foster these traits in participants.

We want our appointed authorities to be natural leaders. Know who the natural leaders are on a board.

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Parliamentary procedures

Good reference guide: Roberts Rules of Order

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The Community Leadership Academy teaches Robert’s Rules of Order and how boards actually operate

Discussion before a motion
“Friendly” Amendments
“Common Motions”:
  Adjournment – close a meeting
  Tabling – temporarily lay aside
  Calling the Question – close debate
  Make a motion
  Amending motions
  Point of order – enforcing rules
Parliamentary procedures: Sample agenda

- Call to order
- Role call of members present
- Reading of minutes of last meeting
- Officer’s reports
- Committee reports
- Special orders
- Unfinished business
- New business
- Announcement
- Adjournment
Understanding non profit finances

- Basic understanding of agency’s overall budget
- Anomalies: Is the year to date figure for any line item significantly lower or higher than budgeted?
- Trends: If an income item is low, did it start low or is it going down?
- Odd: Do any numbers look out of place?
- Big changes: has a new department, line item or major item been added since the previous month?

- Finally: It is important to Ask Questions
Government Councils

Open meeting laws (vary by state)

Accepting the role of a government representative
New funding opportunities for CILs

We help CILs identify ways to fund leadership academies

Community involvement, youth leadership, building infrastructure

ILCs in California are joining hands to get funding to conduct CLAs

Working together: Towards one goal
What have we achieved so far?

- Eight Community Leadership Cohorts held by RICV
- Over 100 graduates in the Central Valley, California
- Over 40% placement in boards and committees
- Six CILs trained and are starting their own CLAs
  - ABLE South Carolina has started their first cohort
- South Korea now working on staring their own CLA
HOW?

Call us to arrange for a “Leaders Without Limits” training program

That can help you start your own Community Leadership Academies

OR

Start your own innovative leadership program

Lets move with concerted effort to make this CHANGE happen!

Contact us:

www.nationalcla.org

or

bhand@ricv.org

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